

A scenic view of the San Diego skyline across a body of water. In the foreground, there are palm trees on the left, a rocky shoreline, and a small dock with a white boat. The city skyline features several prominent skyscrapers under a clear blue sky.

# **SAN DIEGO COUNTY PROBATION DEPARTMENT**

***ANNUAL REPORT  
2010-2011***

**Mack Jenkins  
Chief Probation Officer**



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# *Message from the Chief*

**Chief Probation Officer  
Mack Jenkins**



In order to share with you how the Probation Department continues to advance its mission, I am pleased to present the fiscal year 2010-2011 Annual Report. If this report has a theme, it is “outcomes.” Throughout this report, you will see how well we have accomplished our mission and are able to measure what we do. This emphasis on measurement is one of the key tenets of Evidence Based Practices (EBP), interventions that have been shown through research to reduce recidivism.

We were chosen as one of three counties in the State to receive the Best Practices Approach Initiative grant to implement and expand the use of EBP within our juvenile justice system. The technical assistance is being used to 1) educate probation staff and stakeholders as to the elements of evidence based practices; 2) to train 150 juvenile and institutional staff in Integrated Behavioral Intervention Strategies that include motivational interviewing and cognitive behavioral coaching to engage with probationers and 3) to develop and implement a Continuous Quality Improvement process to ensure that our new strategies are being implemented at the highest level possible. Knowing that our current juvenile success rate is 70%, we will be able to measure the impact of these new techniques.

We continue to serve the highest risk youth in the Youthful Offender Unit (YOU) who would have otherwise been sent to the State Department of Juvenile Justice. This program begins with a period of custody followed by intensive supervision and treatment in the community. The YOU program has a 73% success rate; only 27% of participating youth committed a new crime six months after completing probation.

At the same time that we have moved our juvenile justice system forward, mandates at the state level to re-align adult offenders from State to County supervision have led to the largest changes in the history of the California criminal justice system. In order to prepare for the implementation of AB 109, Public Safety Realignment Act, the Community Corrections Partnership was formed to develop a Public Safety Realignment Implementation Plan focused on maintaining the highest level of public safety and ultimately, striving to reduce recidivism. We will be able to use our baseline success rate of 66% of adult offenders to measure our success with this new population. Our success with previous efforts to reduce recidivism among high risk probationers (SB678) showed that we were able to reduce probation failures by 21% over our baseline, thereby bringing nearly \$5 million to the county to be used to supervise adult offenders using EBP.

# ***Mission Statement***



***Protect community safety, reduce crime  
and assist victims, through offender  
accountability and rehabilitation***

# ***Accomplishing the Mission***

**66%** of adult probationers completed their probation without committing a new crime

**REDUCE  
CRIME**

**70%** of juvenile probationers completed their probation without committing a new crime

**PROTECT  
COMMUNITY  
SAFETY**

**237** multi-agency operations conducted, such as gang operations, truancy sweeps, probation/parole sweeps and sobriety checkpoints



Officers conduct a DUI checkpoint

# *Accomplishing the Mission*

## **OFFENDER ACCOUNTABILITY**

**32,273** drug tests administered to adults and **40,139** to juveniles.



**9,329** searches of adult and juvenile probationer homes to ensure that they are not in possession of illegal contraband or paraphernalia

## **ASSIST VICTIMS**

99% of available victims were contacted and informed of their right to restitution and a victim impact statement

## **REHABILITATION**

95% of juveniles received literacy services

88% of youth received employment services

98% of youth who are at high risk of continued delinquency received services to reduce that risk

89% of youth received substance abuse services

# ***Departmental Initiatives***

## **The Community Resource Directory (CRD)**

The CRD is an automated process to facilitate appropriate referrals to probationers. Community service providers will apply to be in the Community Resource Directory and for those that meet minimum insurance and background requirements will be “probation approved providers.” Only providers meeting these requirements will be utilized for probationer referrals. The directory will assist officers throughout the department in making the appropriate service linkages in an effective and efficient manner, and the user friendly technology of the directory will improve communication between the provider and probation.

## **Integrated Behavioral Intervention Strategies (IBIS)**

Integrated Behavioral Intervention Strategies (IBIS) training began in August 2011. Planning has been on-going and IBIS will be implemented in all divisions of the Probation Department. IBIS is a multi-model integrated approach which includes Motivational Interviewing (MI) and Cognitive Behavioral Techniques (CBT). While many other probation departments use one or the other of these methods as part of case management skills, San Diego County Probation is the first to integrate both into one comprehensive strategy. The department’s goal is to provide staff with new skills that will enhance their work with probationers, and lead to a reduction in recidivism. Sustainability and quality assurance measures will also be built into the process, to ensure the changes we put in place are lasting and maintained at a high level. IBIS case management concepts include: (1) Reinforce the need for compliance (behavioral management); and (2) Reinforce and support positive behavioral change (behavioral shaping). Senior Probation Officers will coach and mentor line staff through the IBIS training. Dr. Igor Koutsenok, UCSD Center for Criminality & Addiction Research, Training & Application (CCARTA) and Charles Lowenkamp, a leader in cognitive behavioral interventions training from the University of Cincinnati, developed and will deliver the training curriculum.

## **COMPAS 102 Training**

As probation moves forward in its mission to implement evidence based practices, Adult Field Services (AFS) recognizes the need for additional training in assessments and case planning. The 20 hour COMPAS 101 training which AFS staff took previously, focused on basic strategies for completing a COMPAS risk/need assessment, whereas COMPAS 102 will focus on the use of assessments in case planning. This training will take place between January and May of 2012. AFS COMPAS trainers participated in 40 hours of certified training with Laura Morris, Northpointe’s Vice President for training. COMPAS Subject Matter Experts (SMEs) will be identified regionally to assist staff in creating meaningful COMPAS case plans with probationers.





# ***Administrative Services***

Administrative Services consists of the Chief Probation Officer, three Deputy Chief Probation Officers, Chief Administrative Services and all supporting units including: Research, Human Resources, Accounting, Information Technology, Budget, Contracts, Facilities, Internal Affairs, Backgrounds, Payroll, and Volunteer Programs.

**Debbie Patag**

**Chief, Administrative Services**

## **Volunteer Services**

Reserve Deputy Probation Officer Program

Volunteers in Probation

Five interns from SDSU contributed **\$96,120** worth of services to the community



Selling tickets for Volunteers in Probation

**175**

Contracts and agreements managed

## **Training and Development**

**52,404** total training hours completed by sworn staff

**3,756** total training hours completed by non-sworn staff



Staff attending computer classes

# Administrative Services



**Elena Lepule**  
Finance Manager



**Denise Rubin**  
Human Resources Manager

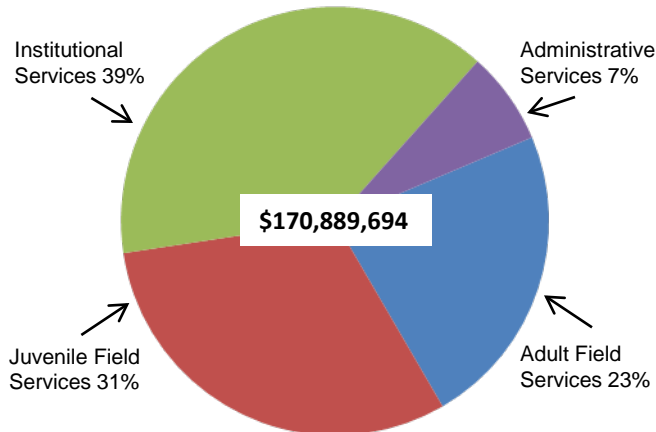


**Al Provencio**  
Manager, I.T. Projects  
and Planning



**Dr. Natalie Pearl**  
Research Director

## Fiscal 2010-11 Budget



## Fiscal Year 2010-11 Staff

Division	Staff
Administration	55
Juvenile Field Services	339
Adult Field Services	325
Institutional Services	<u>516</u>
<b>Total</b>	<b>1,235</b>

## Breakdown of Staff

Sworn	979
Support	256

## Research Unit

- Develop and maintain department-wide performance measures
- Provide accurate and timely information to internal and external stakeholders
- Awarded five grants for a total of **\$578,987**



Probation Administration Center

# ***Protect Public Safety***

*Senior Probation Officers conducted a 4<sup>th</sup> waiver search on a case forwarded up from the administrative bank. Collectively, they had the probationer come in the office, completed background information on the probationer through ARJIS, tracked down his real address and then completed the 4<sup>th</sup> waiver search of this probationer's house. The search produced nearly eighty marijuana plants. New possession for sales charges were filed through the Sheriff's Department and follow up investigations are ongoing. This was a thorough and great job by these officers, who took time away from their regular caseloads to assist on this case.*



Probation Officers seize approximately 80 marijuana plants during 4<sup>th</sup> waiver search



**Kim Broderick**  
**Deputy Chief Probation Officer**

# Adult Field Services

Adult Field Services (AFS) is committed to providing offender accountability and rehabilitative services to San Diego County's adult probationers, as well as services to victims, the courts, and our collaborative partners. These services include investigations and sentencing recommendations to the court, treatment and supervision of probationers, participation in division specific and multi-agency operations, and assisting victims.

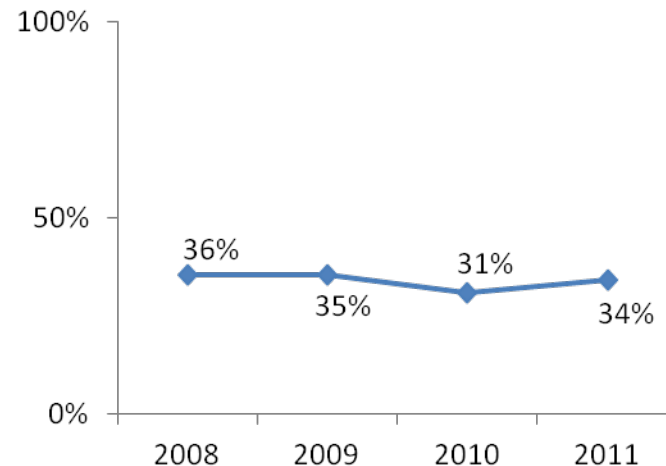
**19,306**

Adults supervised as of  
June 30, 2011



Ohio Street Office

## Adult Recidivism Rate 2008-2011



The adult recidivism rate declined two percentage points between 2008 and 2011.



# Adult Field Services



**Kim Allen**  
Director, North County



**Margie DeLeon**  
Director, El Cajon, So. Bay



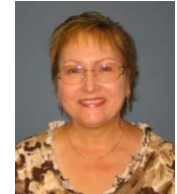
**Lisa Southwell**  
Director, Ohio Street



**Ken Worthington**  
Director, Hall of Justice



**Cesar Escuro**  
Director, Post Release  
Offender Division



**Janet Rasco**  
Probation Operations  
Support Manager



**10,420 (99%)**

victims contacted to inform them  
of their right to restitution and to  
make a victim impact statement



GPS unit

**585**  
registered sex  
offenders  
supervised

**9,173**  
pre-sentence  
investigation  
reports  
completed for  
the Court

**50** staff graduated from a 12-month academy with the skills to lead our  
department to the next level using Evidence Based Practices.

# Reduce Crime

## DUI Unit

*Congratulations to the entire DUI Unit Team! The DUI Unit produced some very impressive statistics from their supervision activities. Overall from July through September 2010, they conducted the following: 1,376 attempted field contacts, 791 face-to-face contacts, 526 full residential 4th waiver searches, 1,046 drug and alcohol tests, 59 probationers were re-arrested, 14 DUI Special Operations probationers and only 3 out of 800 probationers were arrested for a new DUI offense. The department gave special thanks to ALL of the armed officers in the department that helped out during the Office of Traffic Safety overtime. They were honored at the Mothers Against Drunk Driving (MADD) luncheon on March 9, 2011 with the presentation of the "Campaign to Eliminate Drunk Driving Award."*



DUI Unit Team accepting award at MADD luncheon in March, 2011

# ***Adult Field Services***

## ***Accomplishments 2010-2011***

In 2010-2011, there were 19,306 adult probationers being supervised in the community. Adult Field Services (AFS) supervised approximately 585 registered sex offenders, 1,246 persons convicted of felony Driving Under the Influence and 618 gang members. In 2010-2011, the recidivism rate for adult offenders was 34 percent.

During this past fiscal year, AFS focused on the implementation of Evidence Based Practices to effectively work with adult offenders with an emphasis on community safety. To accomplish this end, AFS used a balanced approach of enforcing probation conditions, while also providing probationers with referrals, to include treatment services. AFS training has focused on officer's utilization of motivational interviewing skills and addressing criminal thinking and behavior to encourage positive life changes and reduce recidivism. Evidence based assessment tools are utilized to determine the probationer's risk of recidivism and violence in order to determine the appropriate level of community supervision. Probationers with specific needs, based on their assessments, are assigned to specialty units, such as DUI, Mentally Ill Offender, and Sex Offender Units. Those with higher levels of risk/need are provided more intensive supervision. AFS participates in ongoing division specific and multi-agency operations, focused on protecting community safety.

In 2010-2011, AFS investigations officers consistently provided high quality reports and sentencing recommendations to the court, maintaining a positive working relationship with the courts and judges. AFS participated with collaborative partners in specialty courts, such as the Reentry Court Program, Behavioral Health Court, and Veteran's Treatment Court. Investigators met several key performance measures by filing 9,173 reports in Court and 99% of victims were contacted.

Support staff are an integral part of adult field services and continue to provide excellent customer service to accomplish our goals. They provide some of the most critical functions to AFS, such as data gathering and input, and maintenance and distribution of probation documents and files. They also contribute as members of many department work groups, which continued our efforts to develop use of information technology and our support staff services.

In addition to regular duties and objectives, Adult Field Services had many successful new and on-going programs and initiatives in the past fiscal year, some of which are highlighted below:

### **Reentry Court Program (RCP)**

The Reentry Court Program (RCP) began in February 2011 and is a collaborative effort between Probation, the Court, District Attorney's Office, Public Defender's Office, Parole and Mental Health Systems (MHS) to provide substance abuse treatment to probationers. To this end, each agency participates in the planning and implementation of the parolee reentry program by attending steering committee and/or reentry court team meetings, which supports the objectives of the program.

The program maintains an average of seventy-five participants. Consistent with the goals of the legislature and CalEMA grant award, the goals of the Parolee Reentry Court are to: (1) reduce parolee recidivism, (2) reduce parole revocations, (3) utilize evidence-based rehabilitative programming, and (4) collect relevant data regarding participant progress and overall program success. The Reentry Court Program processes have continued to evolve and grow as the business practices have become better identified. Non-violent adult male and female offenders who have been assessed and accepted into the program are currently being offered intensive substance abuse treatment and additional mental health assessments to more acutely gauge their respective level of specific needs. In July 2011, the RCP team members attended the National Association of Drug Court Professionals (NADCP) in Washington D.C. where they received training and networked with peers who are also using the drug court model. The first graduates of Reentry Court are projected to complete the program in March of 2012.

### **Tracking Known Offenders (TKO)**

Tracking Known Offenders (TKO) is a collaborative effort of the Probation Department and the Sheriff's Department. TKO began out of the Encinitas Sheriff's Station but has recently expanded to include the Vista Sheriff's station. The Probation Department provides information and criminal intelligence to assist the Sheriff's Department in solving crimes, and the Sheriff's Department assists the Probation Department in the field supervision and enforcement of court orders. Functioning together, these departments maximize limited resources, while ensuring that those on probation are abiding by the conditions of probation and all laws. There is an exerted effort to increase supervision techniques, reduce recidivism and identify those probationers that are continuing a criminal lifestyle. The purpose of TKO is to provide the citizens of San Diego County safe and livable communities. This will be accomplished by combining the resources of both agencies in order to more efficiently and effectively communicate, share information, identify suspects/probationers engaged in continued criminal conduct, complete field supervision operations, ensure compliance with court orders and laws, and encourage participation in rehabilitative programs for those on probation.



### **SB678**

The SB678 legislation is committed to employing Evidence Based Practices (EBP) in AFS, to reduce felony probationer revocations to prison, in order to meet the goal of furthering public safety. To that end, AFS has undertaken several initiatives this past fiscal year within the SB 678 umbrella; enhancement of treatment services for high risk offenders, development of an incentives and sanctions continuum for high risk caseloads, and implementation of the one-year San Diego County Probation Department Leadership Academy. The department also developed and implemented related training for department staff in order to give them the knowledge and tools they need to effectively implement Evidence Based Practices. Such trainings have been the AFS EBP Update Training and Integrated Behavioral Intervention Strategies (IBIS) training.

Implementation of enhanced treatment services for high risk probationers in the East and South county regions, via three Regional Recovery Centers, began in August, 2011. These services include substance abuse treatment, cognitive behavioral treatment, mental and physical health assessment, vocational and educational guidance and other supportive services. Also included is funding assistance for bus passes and driver's licenses/identification cards. The goal is to provide a "one stop shop" for high risk probationers to provide the treatment and support needed to reduce recidivism and increase positive behavior change. The process begins while the probationer is in jail, allowing for a "warm hand off", which has been shown to increase compliance and reduce probationer anxiety. Meetings are held on a monthly basis between the probation officer and program staff to discuss treatment progress of the probationers. Compared to the baseline, the number of probationers sent to state prison has been reduced by 21% resulting in bringing into the county nearly \$5 million.

### **AFS High Risk Incentives and Sanctions Continuum**

The continuum was finalized this past fiscal year with implementation planned in January, 2012. This continuum has been developed, along with our collaborative partners, in order to allow for swift and certain responses by the probation officer to provide sanctions to address negative behavior and positive reinforcement to reinforce a probationer's positive behaviors. The Community Corrections Partnership has approved the following spending plan for these funds:

- Treatment and intervention services for 300 high risk probationers in Central San Diego and North County. The services will include substance abuse treatment, cognitive behavioral interventions, and educational/vocational training
- An evaluation of the SB678 plan
- Hire a probation aide for the North County
- Support the department's Community Resource Directory

### **Community Corrections Partnership (CCP)**

As part of the SB678 mandate, the local CCP, chaired by Chief Probation Officer Mack Jenkins, has continued to meet throughout the year on a quarterly basis. With the recent implementation of AB109, Public Safety Realignment, the CCP now meets on a monthly basis, as an advisory role to the implementation of the county's Public Safety ReAlignment Plan.

The CCP committee also plays an advisory role to the probation department in the SB678 plan to reduce probation revocations to prison. The CCP is comprised of the following membership: the Presiding Judge of the Superior Court, the County Chief Administrative Officer, the District Attorney, the Public Defender, the Sheriff, a Chief of Police, The head of the county department of : Social Services, Mental Health, Employment, Alcohol and Substance Abuse programs, Office of Education, a *representative* from a community-based organization with experience in successfully providing rehabilitative services to persons who have been convicted of a criminal offense, and an individual who represents the interests of victims.

### **Public Safety Realignment (AB109)**

The Community Corrections Partnership (CCP) is working collaboratively to implement the various strategies contained in the Local Plan for Public Safety Realignment. Adult Field Services is in the process of building an entire Post Release Offender (PRO) Division, adding approximately 100 armed officers that will be dedicated to the realignment, including hiring additional staff, creating and developing processes through the CCP workgroups, and writing policies and procedures for the supervision of this new population. Critical Elements of San Diego's Realignment Plan include:

- Enhance Pre-trial Services
- Enhance Early Case Resolution (settlement)
- Expand Sentencing Options
- Utilize Custody Alternatives
- Expand Supervision and Treatment Services

The long term vision for this realignment plan is that it will reduce the recidivism rate and better serve our county by efficiently using jail capacity, incorporating re-entry principles into in-custody programming, employing alternative custody options and incorporating evidence based practices (EBP) into supervision and case management strategies that have proven to be effective by the San Diego County Probation Department.

### **San Diego County Probation Leadership Academy.**

Beginning in August 2010, 50 probation supervisors and managers attended the two day-per-month, year-long training program that was part of the SB678 initiative. In collaboration with Dr. Igor Koutsenok, UCSD Center for Criminality & Addiction Research, Training & Application (CCARTA), the leadership academy curriculum was created and all participants were instructed by experts in the field for the various topics. The focus of the academy was to educate supervisors and managers with leadership development and the tools needed to lead the department in implementing and utilizing Evidence Based Practices in adult field services. In June 2011, all 50 participants were awarded graduation plaques for successfully completing the year-long training. The Leadership Academy was honored with the National Association of Counties 2011 Achievement Award.



Graduates of the Leadership Academy receive certificates of completion

### **Behavioral Health Court**

AFS continues to service specialized populations through Behavioral Health Court (BHC). A multi-disciplinary team approach to treatment & supervision that adds many facets to monitoring the mentally ill in the community. This “hands on” approach has proved successful for probationers who have been involved with BHC. Psychiatric stabilization, homelessness and improved family relationships are noted accomplishments by the BHC team. They recently recognized their first client who received her college degree and remains compliant with her treatment plan and terms of her probation.

# ***Holding Offenders Accountable***

## **Operation Trail Mix**

*The Probation Department is committed to reducing prescription fraud & abuse through compliance checks and education. Operation Trail Mix was spearheaded by probation wherein law enforcement partnered with probation officers & conducted probation searches on prescription fraud probationers. Prescription drugs, money, drug paraphernalia and weapons were seized. Eleven arrests were made and new felony charges were filed as well. Educational information regarding the dangers of prescription drug misuse, as well as treatment information was provided to family members at each residence. At the end of the Operation Trail Mix, Probation hosted its first press conference accompanied by the various law enforcement agencies assisting with the operation. The press conference was attended by various media agencies.*

*Officers from adult probation participated in two “Prescription Take Back Days” wherein the public were encouraged to dispose of their prescription drugs at a designated probation site. Probation Officers collected a total of 393 pounds of various prescription drugs, needles and over the counter medications. Prescription Take Back Days allowed the public to dispose of prescription medications in a secure environment, with no questions asked. The Probation Department continues its efforts to protect community safety by holding prescription fraud probationers accountable for their actions.*



Officers conduct a compliance checkpoint



Operation Trail Mix press conference





**Pamela Martinez**  
Deputy Chief Probation Officer

# *Juvenile Field Services*

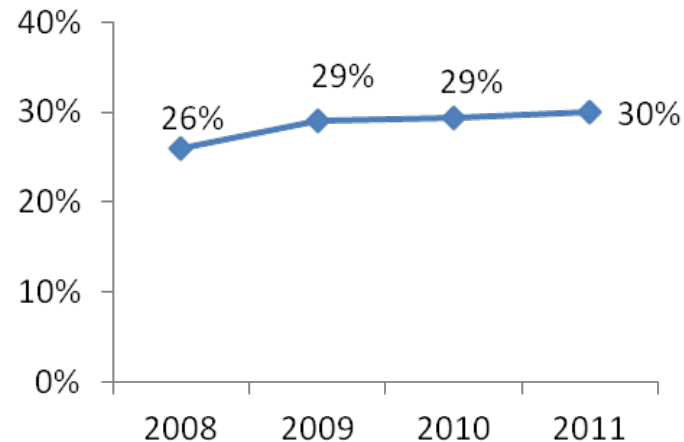
Juvenile Field Services (JFS) is dedicated to providing comprehensive services to San Diego County's youth and their families. These services include prevention and intervention services for youth at risk of entering the juvenile justice system, and treatment and supervision for those already involved.

**4,125**

Juveniles supervised as of  
June 30, 2011

**2,796 (99%)**

Victims informed of their right to  
restitution and to make a victim  
impact statement



Between 2008 and 2011 the recidivism rate  
for juveniles increased by four percent.

# Juvenile Field Services



**Stacy Adams**  
Director, Special Operations



**Michael Adkins**  
Director, Supervision



**Scott Countryman**  
Director, Intake & Investigations



**Michele deFraités**  
Director, Breaking Cycles



**Helen Davalos**  
Probation Operations  
Support Manager



Reflections / Youth Day Center

The Reflections program operates sites in San Marcos and La Mesa that can serve 118 youth on any given day

**60,192**

face to face contacts  
with juvenile  
probationers in the  
community

**2,451**

dispositional  
reports  
completed for  
the Court

**2,416**

4<sup>th</sup> waiver  
searches  
conducted

**116**

Juvenile sex offenders  
supervised

**313** Juveniles and **391** adults  
supervised by the Gang Unit

Officers made

**100,634**

contacts with  
probationers during  
the fiscal year



Officers helping a young child whose  
mother was arrested during a Meth  
Strike Force operation

# ***Assist Victims***

*A co-worker of a Deputy Probation Officer recently sent an e-mail to her supervisor regarding the officer's phone call to a woman on a case that involved a very tragic car accident (drunk driving) in which this woman's young daughter was killed. The defendant in the case received a prison sentence of several years.*

*The mother of the victim that was killed was obviously having a hard time dealing with the complicated court process, grieving the loss of her daughter and navigating the victim's compensation system. The officer's patience and compassion in dealing with this victim was commendable. She thoroughly explained the sentencing process, information she gathered in preparing the Probation Sentencing Investigation report and the victim's compensation process. She offered to follow up herself directly with Victim's Compensation to gather the needed information for this family.*

*Despite her busy schedule, the officer spoke with this woman at length about her loss and the grieving process. She offered to send her information about an upcoming Mothers Against Drunk Driving (MADD) walk, suggesting it may help her to meet other parents who have lost their children to drunk driving. The Probation Officer truly displayed going above and beyond to help consol this mom in the most tragic of circumstances. In this regard, she is a perfect example of someone working to achieve our department's mission to "assist victims."*

# ***Juvenile Field Services***

## ***Accomplishments 2010-2011***

In 2010-2011, juvenile supervision focused on providing evidence based supervision and rehabilitation services, utilizing the risk principle and our probation supervision model. Special Operations focused on protecting community safety through participation in division specific and multi-agency operations. Intake and Investigations steadfastly provided high quality reports to court, continued to maintain a positive working relationship with the bench and provided essential staff training. Breaking Cycles shared the vision of the comprehensive strategy by working closely with our community partners, and providing wraparound services to the wards they supervise. Our support staff continued to provide essential functions, to keep the service running smoothly. They also provided critical information and participation in many technical work groups which continue to develop our use of information technology.

Key performance measures accomplished during this year included: 71% of wards that were terminated from juvenile probation supervision, did so without sustaining a new law violation, 99% of available victims were contacted and inform of their right to restitution and a victim impact statement, and Breaking Cycles (BC) participants showed an overall reduction in recidivism for the 12<sup>th</sup> year in a row. BC accomplishments included: 83% of participants were not arrested during program participation, 86% did not receive a probation referral, 90% did not have a sustained petition and 96% did not have an Institutional commitment over 90 days for a new offense. Fifty-one wards were supervised under Teen Women and Their Children (WATCH). Twenty babies were born during the year and all were born drug free, a 100% success rate. In the Community Assessment Team / Working to Nurture Girls Success (CAT/WINGS), 5,299 youth were referred to the program and 1,833 youth received case managed services. Upon exiting the program, 91% of youth showed an improved resiliency score.

In addition to regular duties and objective, Juvenile Field Services (JFS) was busy in 2010-2011 working on large projects and initiatives, and implementing new programs, some of which are highlighted below:



### **Best Practice Approach Initiative (BPAI)**

BPAI is a two year Federal Juvenile Accountability Block Grant, which was designed to assist juvenile justice systems in California become more effective. In this initiative, San Diego Probation, the Juvenile Court and community stakeholders are working on developing and increasing our knowledge and use of evidence based and best practices. Three specific areas that are being targeted include: training and educating the probation department, juvenile court and external stakeholders in evidence and best practices; creating an effective evidence based case management model and implementing quality assurance practices. In May 2011, two seminars on evidence based practices were attended by approximately 600 community professionals from a cross sector of public and private agencies and organizations. A second training on more specific material is being organized. In August 2011, training began with Probation staff on Integrated Behavioral Intervention Strategy (IBIS). IBIS combines motivational interviewing with a cognitive behavioral change model, to assist probation officers more effectively work with probationers, and reduce recidivism. 150 JFS and Juvenile Institutions probation staff will receive IBIS training through this grant. The quality assurance portion of the grant continues to be developed.

### **Community Transition Unit (CTU)**

CTU was implemented this year as a result of Assembly Bill 1628. This bill which became effective on January 17, 2011, in-part, revised sections of the Welfare & Institutions Code related to the supervision of wards being released from the Department of Juvenile Justice (DJJ). The major impact of these changes was that the county of commitment is now responsible for the supervision of wards, subject to the court's jurisdiction, upon their release from DJJ. (Wards are no longer supervised by state juvenile parole.) DJJ jurisdiction ends upon the ward being discharged to the county of commitment. The county of commitment determines the ward's post release supervision conditions. This bill also authorizes that wards over the age of 18 can be confined in a local juvenile facility, local jail or a DJJ facility. The CTU program is in our Special Operations Division, where currently one officer is assigned to provide supervision to all youth in the community, as well as monitor the youth in DJJ. The CTU program works in collaboration with the Court, District Attorney, Public Defender and Vista Hill Clinic to provide pre-release case planning and screening. In addition, the CTU officer assures the youths are placed in appropriate community programs, housing, employment and education as needed, and follows up to monitor participation and compliance with court orders. In the first six months of the program three youth entered the CTU program with one successfully completing

### **Juvenile Forensic Assistance for Stabilization and Treatment Program (JFAST)**

JFAST started in July 2010 to promote rehabilitation, public safety and reduce recidivism. The intent is to support recovery for mentally ill youth by providing access to individualized treatment and strengthening family stability. The JFAST team consisting of County Behavioral Health (STAT team), Probation, Court, Public Defender, District Attorney and Vista Hill Clinic, meet prior to each court calendar to review candidates for the program; develop treatment plans; review progress in the program; and determine advancement and graduation from the program. The team uses a combination of incentives and sanctions to address the behaviors and motivate compliance with the program requirements. A referral initiates a screening, by probation, and a mental health assessment. A dedicated JFAST probation officer prepares a JFAST Screening Report. The STAT team prepares a mental health assessment. Each submits a Report that address suitability for the program and treatment needs. If accepted, a multi-disciplinary treatment plan is developed and ordered at the minor's initial JFAST Hearing. At the hearing the treatment plan is adopted and the minor is ordered to complete the plan as well as other conditions of probation. The goal is to enroll participants in individualized mental health programs which utilize a community treatment approach and can include individual and/or group therapy, case management, wrap services, education assistance including initiating or reassessing an Individualized Education Program and/or initiating a referral to County Mental Health/AB2726, referral for a medication assessment and referral to the Regional Center. During the first year JFAST had 24 participants.

### **Justice Electronic Library System (JELS) pilot project**

JELS is an electronic program that allows for paperless transfer of court reports and other documents between the District Attorney's (DA) Office, Public Defender's Office and Probation. The DA is now working paperless in all but one of the juvenile courtrooms. Probation Court Officers have been provided with laptops to use in the court room, and all JFS probation staff has access to JELS site.

### **The Massachusetts Adolescent Screening Instrument (MAYSI) & Early Intervention Project**

The MAYSI is designed to address the critical need for effective early mental health screening and interventions for youths 12-17 years old. It was designed for minors in detention facilities. The program is in collaboration with the Health and Human Services Agency (HHSA), the San Diego Unified School District and other established Community Based Organizations and is supported with funding from the Mental Health Services Act. The main purpose of the MAYSI program is to provide early identification upon entry into the juvenile detention facility and evidence based treatment for mentally ill or vulnerable youths and their families, in order to improve overall systemic functioning and reduce both the time initially spent in detention facilities, as well as reduce recidivism. The San Diego County Probation Department in collaboration with the HHSA administers a preliminary assessment for every minor entering the Kearny Mesa Juvenile Detention Facility. A dedicated MAYSI probation officer is responsible for initiating appropriate referrals for mental health service for those youth identified as needing additional support. In 2010 there were over 7,000 screenings with close to 2,000 referrals made for early intervention and treatment. This program received the 2010 National Association of Counties Achievement Award.

### **The National Youth in Transition Database (NYTB)**

The NYTB is a state mandated database which documents all Independent Living Program services that are provided to foster youth and former foster youth. Probation received training from the state and began documenting information in the Child Welfare System/Case Management System in October 2011.

### **Voice Supervision Program (VSP)**

VSP provides accountability for youth by utilizing telephone and computer based technologies. This program enhances supervision contacts by making computerized telephone contacts with wards at random and/or designated times. This assists with assuring youth are at home, school, counseling, etc as directed by probation. As of September 2011, probation had placed 506 youth into this program with over 10,719 contacts made.

# Offender Rehabilitation

*Jorge, an 18 year old, had an extremely chaotic family life resulting in him being placed in the child welfare system. In addition, he aligned himself with negative peers eventually claiming membership in one of the local gangs. As a result he was also involved in many serious offenses in the community.*

*In 2007, he was made a ward of the court. After completing several programs under Breaking Cycles, including the Youth Day Center, he began to display positive behavior changes. Jorge began to take his education seriously and began to disassociate himself from gangs. This wasn't easy and he admitted it was tough staying away from the gang as he felt some sense of loyalty to the members.*



*Change wasn't easy and Jorge continued to experience setbacks from time to time. However, he eventually got on track and regularly stopped in at the Youth Day Center Central program to visit staff. He continued to report he was doing well and working towards completing his requirements for a high school diploma. For his senior project, he presented on how probation officers and the probation department programs helped influence him to turn his life around. In addition, he enlisted the help of a probation officer to assist him with his presentation.*

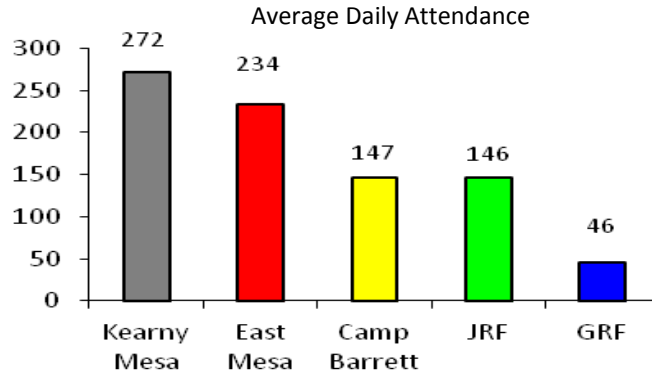
*Jorge successfully completed Probation in the fall of 2010. He will be entering college this fall and is being sponsored by the "Words Alive" organization. To assist him with education materials they provided him with a scholarship for the year.*



**Yvette Klepin**  
Deputy Chief Probation Officer

# ***Institutional Services***

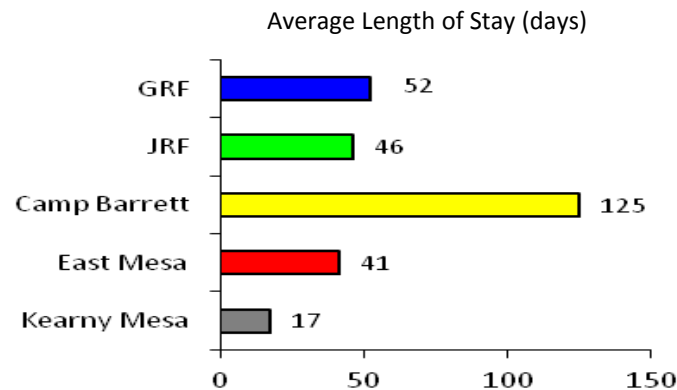
Institutional Services (IS) provides a safe and secure environment for minors arrested and detained within San Diego County. Education and intensive cognitive behavioral programs are offered to youth in the institutions in keeping with the department's goal to assist youth to change their criminal conduct. In addition, Institutional Services administers Work Furlough and Work Projects Programs serving adult offenders.



Kearny Mesa Juvenile Detention Facility



East Mesa Juvenile Detention Facility





# *Institutional Services*



**Dan DeLeon**  
Director, East Mesa  
Juvenile Detention Facility



**Dr. Natalie Pearl**  
Director, Work Furlough/  
Work Projects



**James Seal**  
Director, Camp Barrett /  
Juvenile Ranch Facility



**Craig Stover**  
Director, Kearny Mesa  
Juvenile Detention Facility



**Sandy Grimsley**  
Probation Operations  
Support Manager

**497,048**

Number of adult hours  
of public service work  
completed

**3,918** revenue crews were  
supervised in Work Project

**\$4,925** was raised by  
recycling 4,338 lbs. of recycling

A total of 70 youth terminated  
the Youthful Offender Unit  
program by the end of the  
fiscal year with a 73% success  
rate after 6 months

**276** Males  
successfully  
completed their stay  
at Camp Barrett

**89%** of youth successfully  
completed their stay at  
Juvenile Ranch Facility

**5,296**

Number of juvenile public  
service work hours completed

**125** Females  
successfully completed  
their stay at the Girls'  
Rehabilitation Facility



Officer supervising a work crew

# ***Institutional Field Services Accomplishments 2010-2011***

## **Kearny Mesa Juvenile Detention Facility (KMJDF) and East Mesa Juvenile Detention Facility (EMJDF)**

Together the two facilities house up to 544 juveniles awaiting trial, waiting for long-term placement, or serving short term commitments. In addition, the facilities house youth committed to the Youthful Offender Unit (YOU) program.

EMJDF has a garden project that is a growing trend across the country which identifies horticulture as therapeutic. It provides important social benefits from memory improvement to greater social skills. It includes benefits such as mood improvement, stress reduction, depression alleviation and vocational training.

KMJDF hosts an open house for families and youth to gain a glimpse of custody life and the court system. 3,373 people toured the facility in May 2011.

## **Youthful Offender Unit**

The in-custody component of the Youthful Offender Unit (YOU) is dedicated to the rehabilitation of high-risk youthful offenders between the ages of 16 and 21. Through cognitive behavioral programs and intensive supervision, youthful offenders are assisted in developing and sustaining a pro-social law abiding lifestyle. The YOU program for males is located at the EMJDF and females are housed at the KMJDF.

## **Camps**

The department operates three camps focusing on treatment and rehabilitation. Camp Barrett and the Juvenile Ranch Facility house up to 270 boys. The Girls Rehabilitation Facility houses up to 50 girls. The camps expanded the work readiness courses for youth. Work readiness provided classroom and hands-on training for youth. Some courses included internships and youth were able to earn money. 121 youth graduated Culinary Arts and received Food Handlers Cards, 148 completed the Work Readiness Program, 25 completed the Horticulture and 12 students have graduated from the Building/Grounds Maintenance programs.

### **Education**

San Diego County Office of Education provides educational services in all five facilities. The school is state-certified, operates 5 days a week as well as provides GED study. All youth are required to attend school. On-line college courses are available at each of the facilities for those who have completed their high school education.

### **Basic Needs**

Youth are provided basic toiletries and necessary clothing. Staff provide for the safety and well being of all youth. Additional services provided, but are not limited to therapists from Juvenile Forensics, Educational Aides, Alcohol and Drug Counselors, Church Services, and Correctional Counselors. While in custody, all wards receive some type of Life Skills Training. The Probation Department provides a broad range of healthcare and medical services for juveniles.

### **Medical Services**

The scope of medical services includes; intake screening and health assessments; health education; diagnostic procedures and testing for sexually transmitted diseases; primary care, including physician, nurse practitioner or physician assistant sick call; emergency room visits; inpatient care and urgent and emergency dental care. Both KMJDF and EMJDF earned the California Medical Association Institute for Medical Quality's highest accreditation for medical care.

### **Work Furlough Program**

The Work Furlough Facility is operated by Correctional Alternatives Incorporated under contract with the County of San Diego. Work Furlough is a sentencing alternative for adults that allows inmates to maintain their employment, community ties and satisfy court ordered classes, all while completing their local custody time. During 2009-2010, Work Furlough booked 529 inmates, alleviating jail overcrowding and maintaining a cost savings to the county. Work Furlough inmates pay \$42 a day to participate in the program. Inmates are closely monitored for compliance through random job site checks, alcohol and drug testing, and searches.

### **Work Projects**

Public Service Workers (PSW) are assigned to the program by Superior and Traffic Court, as a sanction for an offense or in lieu of payment of fines, fees or jail time. The work performed by PSWs allows governmental and non-profit agencies a low cost opportunity to clean and beautify their communities. The Work Crew assignments include weed and litter abatement, brush removal, preparing fire breaks, planting and replanting foliage alongside county roads and state highways, maintaining and improving landscapes, digging and clearing flood control trenches, ditches and erosion control. Work Projects supervised 3,918 revenue crews during the fiscal year. The Public Service Workers picked up and recycled 2,226 lbs of plastics, 1,373 lbs of aluminum and 739 lbs of glass for a total of 4,338 lbs. earning \$4,925. These funds are used to support local charities.

### **Juvenile Forensic Services STAT Team**

The Juvenile Forensic Services STAT program (Stabilization, Treatment, Assessment and Transition), is part of HHSA Behavioral Health Services. They provide psychiatric and psychological services at all of the facilities. STAT staff consist of Board Certified psychiatrists, licensed clinical psychologists, licensed mental health clinicians and psychiatric nurses. Services provided include: crisis intervention, individual therapy, psychiatric assessment and medication management (including telepsychiatry), and transition mental health services to wards when they return to the community with the goal of reducing recidivism. Some services are provided to wards by contract agencies, including dual diagnosis treatment (mental health and substance abuse treatment) counseling. The STAT team also provides trainings on Mental Health Considerations and Suicide Prevention to the Probation Core Academy. They served 1,927 clients, had 3,083 clinician visits and 2,426 medication sessions provided by STAT psychiatrists.

# Offender Rehabilitation

*Maria was an angry young girl, awaiting placement through the dependency system. Her mother was mentally ill, a drug addict, and homeless. She was raised in the system and moved from one residential treatment facility to another, usually after fighting or hitting a staff member. She was bright, was her own advocate, and knew the system better than most.*



*Eventually, she was committed to Girls' Rehabilitation Facility. Initially, she struggled, however, in time she began to work on her issues, develop new life and coping skills and successfully complete the GRF program. However, she had no home and the Court ordered her to a foster home.*

*Maria was allowed to continue at GRF until a foster home became available. Seven months later she moved to a foster home. Stacy is now 20 years old, has a young son and works for the Department of Aging and Independent Services.*



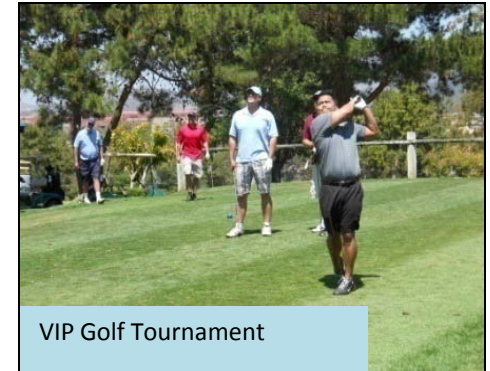
# *Probation Events*



Martin Luther King Day Parade



Juvenile Hall Open House



VIP Golf Tournament



Teddy Bear Drive



Blood Drive



VIP Bowling Tournament

# ***Employee Awards***

## **Employees of the Year**

### Administrative Services

Darla Newman  
Grace Wang

### Adult Field Services

Ken Mosey  
Janet Rasco

### Juvenile Field Services

Bobby Burns  
Cindy Lopez

### Institutional Services

Michael Via  
Cynthia Sanchez

## **Volunteer of the Year 2010**

Michael Kent

## **VIP Member of the Year**

David McDowell

## **2010 NACO Achievement Award Winner**

This award was presented to the County of San Diego for Probation Department program MAYSI-II & Early Intervention Project in recognition of an effective and innovating program which contributes to and enhances county government in the United States.

## **CPOC Award of Excellence**

Dr. Natalie Pearl

## **Probation Officers Association Member of the Year**

Ian St. John

## **Asian Islander Probation Association Members of the Year**

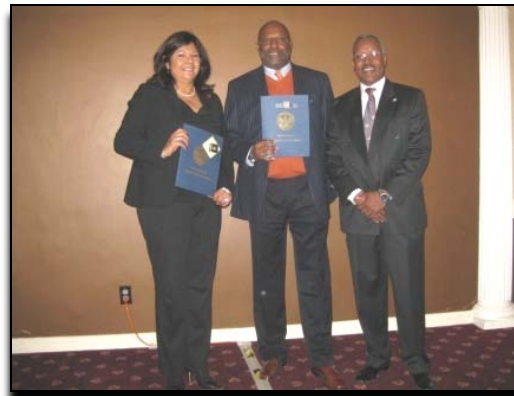
Brandon Hernandez  
Riberna Doringo

## **Special Recognition**

Stacy Adams  
Alva Mirales  
Bobby Burns  
Darrin Rimmer  
Rene Cruz  
Christine Smith



# Awards Photos





# Partnerships

## Community Organizations

- Cajon Valley School District
- Center for Disease Control
- Children's Initiative
- Correctional Alternatives, Inc.
- County Office of Education
- Escondido Union School District
- Grossmont Union School District
- Health and Human Services Agency
- California Forensic Medical Group
- La Mesa/Spring Valley School District
- McCallister Institute
- Mental Health Systems, Inc.
- National Conflict Resolution Center
- North County Lifeline, Inc.
- Phoenix House of San Diego
- Poway Unified School District
- San Diego Association of Governments
- San Diego State University Research Foundation
- San Diego Unified School District
- San Diego Youth and Community Services
- Second Chance/Strive Social Advocates for Youth
- South Bay Community Services
- Spectrum
- STAR/PAL
- United Through Reading
- University of California, San Diego
- Vista Hill
- Volunteers In Probation, Inc.
- Welcome Home

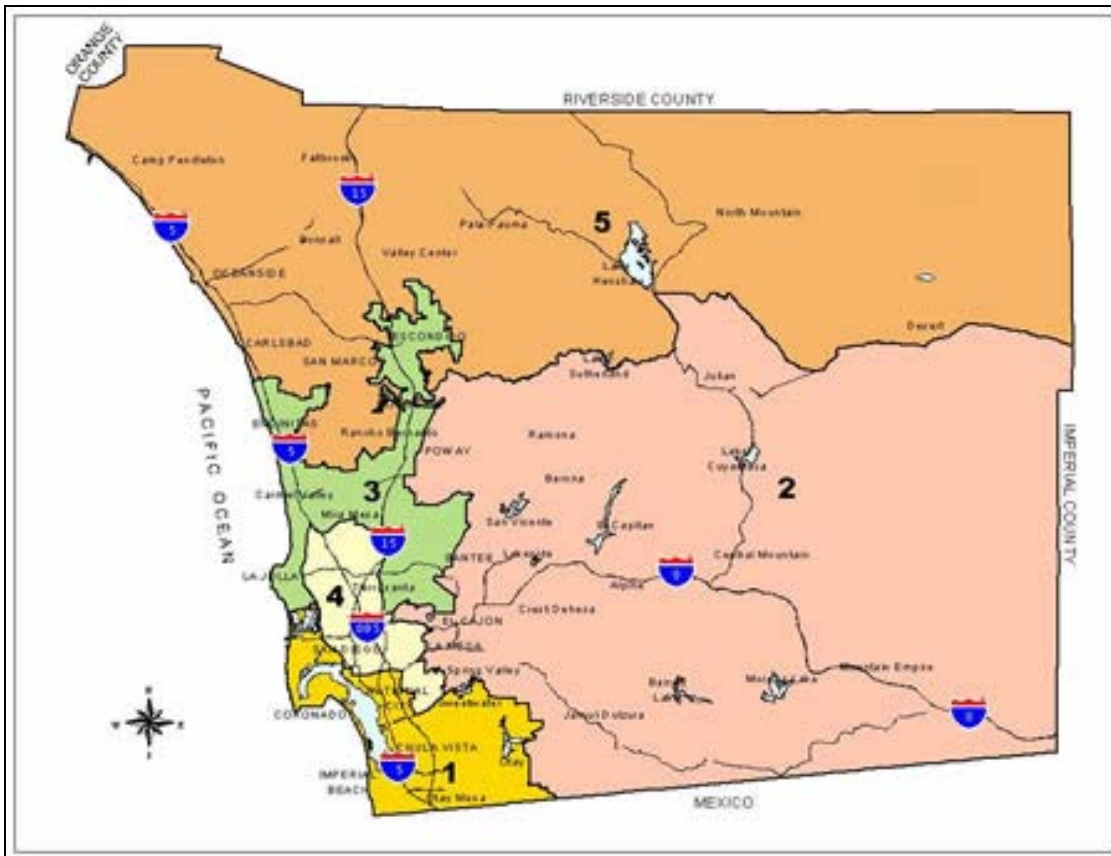


## The Department participates in multi-agency operations with:

- Border Patrol
- San Diego City Police Departments
- San Diego District Attorney's Office
- Drug Enforcement Agency
- Federal Bureau of Investigation
- California Highway Patrol
- Homeland Security
- Immigration and Customs Enforcement
- Metropolitan Transit Authority
- California National Guard
- San Diego County Sheriff's Department
- California State Parole Department
- U.S. Coast Guard
- U.S. Department of Justice
- U.S. Marshal
- U.S. Navy
- U.S. Marines



# County of San Diego



## Board of Supervisors

*Greg Cox, District 1*

*Dianne Jacob, District 2*

*Pam Slater-Price, District 3*

*Ron Roberts, District 4*

*Bill Horn, District 5*

## Chief Administrative Officer

*Walter F. Ekard*

## Deputy Chief Administrative Officer – Public Safety Group

*Ron Lane*

## Chief Probation Officer

*Mack Jenkins*



